

**UNITED STATES DISTRICT COURT  
FOR THE SOUTHERN DISTRICT OF NEW YORK**

MICHELLE BILELLO, KAR YEE S. LAW,  
EMANUELE CAROLEO and PALMER  
MCGUINNESS, individually and on behalf  
of all others similarly situated,

Plaintiffs

v.

ESTEE LAUDER, INC., THE BOARD OF  
DIRECTORS OF ESTEE LAUDER INC.,  
ESTEE LAUDER INC. FIDUCIARY  
INVESTMENT COMMITTEE and JOHN  
DOES 1-30

Defendants

CIVIL ACTION NO.:

20-cv-4770 (JMF)

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KATHY L. GANDY, et al.,

Plaintiffs

v.

ESTEE LAUDER, INC., et al.

Defendants

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CIVIL ACTION NO.:

20-cv-5779 (JMF)

**The Honorable Jennifer L. Rochon**

**PLAINTIFFS' UNOPPOSED MOTION FOR PRELIMINARY APPROVAL OF CLASS  
ACTION SETTLEMENT, APPROVAL OF FORM AND MANNER OF CLASS NOTICE  
AND SCHEDULING OF FAIRNESS HEARING**

Named Plaintiffs Kathy Gandy and Emanuele Caroleo (collectively “Plaintiffs”), by and through their undersigned counsel on behalf of the Estee Lauder Companies 401(k) Savings Plan (the “Plan”), respectfully submit this Unopposed Motion for Preliminary Approval of Class Action Settlement Agreement entered into with Defendants<sup>1</sup> (the “Settlement” or “Settlement Agreement”), Preliminary Approval of Class Notice, Approval of Plan of Allocation, and

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<sup>1</sup> Defendants refer, collectively, to Estee Lauder Inc., (“Estee Lauder”), the Board of Directors of Estee Lauder Inc., and the Estee Lauder Inc. Fiduciary Investment Committee (The “Committee”).

Scheduling of a Fairness Hearing (“Motion for Preliminary Approval”) and respectfully move this Court for an Order granting the relief sought. The grounds for this motion are set forth in Plaintiffs and their Counsel’s declarations and the memorandum of law in support of this motion, which are submitted herewith.

A Proposed Order is submitted herewith.

Dated: September 25, 2023

Respectfully submitted,

**CAPOZZI ADLER, P.C.**

/s/ Mark K. Gyandoh

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*Attorneys for Plaintiffs, the Plan  
and the Proposed Class*

**CERTIFICATE OF SERVICE**

I hereby certify that on September 25, 2023 a true and correct copy of the foregoing document was filed with the Court utilizing its ECF system, which will send notice of such filing to all counsel of record.

/s/ Mark K. Gyandoh  
Mark K. Gyandoh